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ABSTRACT

In planning for the 1989-90 academic year, Hazard Community College's Employee Professional Development Committee recommended and gained approval for a wellness program that would assist all employees in reducing stress and becoming more physically fit. Similar to fitness programs in the business sector, the wellness program utilized community facilities for aerobics, jogging, walking, tennis, racquetball, swimming, and weightlifting, and provided a qualified physical fitness instructor to individualize activities to each participant's abilities. The program, designed to run only 5 weeks, was expanded to 10 weeks due to overwhelming demand. In fall 1992, the college created an in-house version of the wellness program, calling it the "50 Mile Club." Employees were encouraged to set aside 50 days each semester to focus on physical fitness. An equivalency table was established to equate time spent in a physical activity to mileage. Participants logging over 50 miles received a tee shirt. The first group of participants began in fall 1992, and 15 employees completed at least 50 miles. Each subsequent group has had an increased number of participants, each developing his/her own personal work out program. A sample progress chart is included. (MAB)

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The Hazard Community College

'50 Mile Club'

by

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July 20, 1993

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LEADERSHIP 2000
"THE HAZARD COMMUNITY COLLEGE '50 MILE CLUB'"
By Alvin J. Marrow, Ph.D.

One of the major goals of any organization is to take care of its employees. At Hazard Community College, we express our concern for employees through a human wellness program, the "50 Mile Club." Open to all college employees, the "50 Mile Club" highlights the annual listing of employee professional development activities. It is a program designed to keep college employees fit by complementing a healthy mind with a healthy body. It is also a program that expresses the college's basic philosophy--"We Care."

The "50 Mile Club" originated out of a human wellness program launched in the spring of 1990. In the planning for the 1989-90 academic year, the college's Employee Professional Development Committee recommended and gained approval for the institution to begin a human wellness program that would assist all employees in reducing stress and becoming more physically fit. The program would be similar to those sponsored by Fortune 500 companies and other corporate giants. One advantage for the college was that the program accessed the community indoor pavilion with facilities for aerobics, jogging, walking, tennis, racquetball, swimming, and weight lifting. In addition, the director of the pavilion was a qualified physical education instructor who was eager to design and implement a corporate fitness program. He was a perfect match!

In the spring of 1990, twenty-three employees expressed an

interest and willingness to participate in a human wellness activity. The pavilion director agreed to head the program and design an individualized set of activities for each participant. He would take into consideration each participant's time constraints, physical limitations, and wellness expectations. Such goals as weight loss, cardiovascular benefit, body toning, and personal enjoyment appeared on the activities list. The initial program lasted for five weeks and, as a result of popular demand, was extended for an additional five weeks. It was a great success and elicited such comments and questions as: "It was well worth my time." "I feel so much better." "When does the next program start?" The seeds were planted.

Then in the fall of 1992, the college created an in-house version of the human wellness program, entitling it the "HCC 50 Mile Club." Appealing to the participants of the earlier pavilion program, the college encouraged them and others to consider a new approach to physical well being. Why not set aside fifty days each semester to focus on wellness? Participants could voluntarily bike, hike, swim, jog, walk, golf, play tennis or racquetball, do aerobics, or weight lift and become members of the elite club. An equivalency table would be established to equate the time spent in a physical activity to mileage (see Attachment 1). Each participant would keep his or her own record sheet and initial after each time entry. All

record sheets would then be turned in to the college's coordinator of human wellness who would convert and total all time spent into mileage. Each person going over fifty miles would receive a tee shirt, and both the male and female leaders would receive championship plaques. The winners would also be listed on a special plaque posted on the wall in the employee lounge.

The first group of participants started in the fall of 1992. Fifteen employees completed at least fifty miles and were presented tee shirts at the last collegewide meeting of the semester. The male and female champions also received a special plaque with their respective names engraved. Pictures of all the participants were taken and published in the local newspapers. Being a member of the elite "50 Mile Club" suddenly became quite important. In fact, the interest level began to grow for subsequent fifty day periods. Employees were asking: When is the next program? How can I qualify for a tee shirt? Can I become a "50 miler"?

Three subsequent groups have participated since the first fifty mile activity. Each group has had an increased number of committed participants. Club members now wear their shirts while working out at the pavilion, walking in the county park, or just strolling down main street in Hazard. They look forward with enthusiasm to the next round of fifty days. Even more

importantly, many of them have developed their own personal programs and work out daily. Human wellness has become an integral part of their lifestyle.

Hazard Community College is a "We Care" institution. It works with employees in support of their human wellness. It works with them in the development of a healthy mind as well as a healthy body. The college works with its employees to make the "50 Mile Club" a win-win activity for all.

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Attachment 1

HCC 50-MILE CLUB

SAMPLE PROGRESS CHART/EQUIVALENCY SCALE

ACTIVITY	TIME SPENT	MILES EARNED
1. Walking	-----	2
2. Swimming	1 hour	4
3. Racquetball	2 hours	8
4. Aerobics	45 min.	3
5. Weight Lifting	1 1/2 hours	6
6. Jogging	-----	2 1/2
7. Step Aerobics	40 min.	3
8. Exercise Bike*	-----	3 1/2
9. Exercise Bike	50 min.	4
10. Golfing**	3 hours	12
11. Tennis	2 hours	8

* an exercise bicycle with a mile counter

** traversing the course without a motorized cart

Please Note: This list isn't exhaustive. Participants have been awarded "miles" in accordance with a wide variety of alternate physical activities.

Developed by Reid Mackin
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